

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	The system will reimburse up to \$3,000 per fiscal year to any certified personnel currently employed by the system to obtain an add-on endorsement in a hard to staff subject (currently 9-12 math, 9-12 science, foreign language, special education, ELL and guidance). The employee will sign an agreement to reimburse the Board a certain percentage if they leave after the reimbursement in the next 4 years.	<i>The compensation will be in the form of a reimbursement (paid through payroll). The teacher can receive up to \$3,000 in any fiscal year. The reimbursement will come after completion of the course and submission of final grades and receipt of payments made.</i>	<i>All certified employees are eligible. We estimate 6 people will receive this.</i>	<i>\$18,000</i>	<i>Less than 1%</i>
Performance					
Additional Instructional Roles or Responsibilities	<i>A stipend will be given to “lead teachers” for each 9-12 school for each of the following five areas: Math, Science, English, History. These teachers will lead PLCs and coordinate professional development opportunities for teachers in the particular areas. To be eligible, the teacher must have an effect score of 4 or 5.</i>	<i>\$500 will be added to each teacher’s salary.</i>	<i>31 teachers are eligible.</i>	<i>\$3,500 for 15 teachers (\$500 each plus fixed charges)</i>	<i>Less than 1%</i>
Education					
Experience	<i>All employees receive a</i>	<i>The bonus is paid in</i>	<i>251 of our certified</i>	<i>\$168,825 plus</i>	<i>Slightly less than</i>

	<i>longevity bonus after five years of service.</i>	<i>October for the previous year. If an employee ends employment at the end of the school year, the longevity is paid with their last check. Teachers receive \$250 after completing 5 years of service. Each year following, they receive \$50 per year of service with a maximum of \$1,000.</i>	<i>staff are eligible and will receive the bonus.</i>	<i>fixed charges = \$197,000</i>	
Other					